SEGRET

Approved For Release 2000/06/19: CIA-RDP80-00536A000400120001-8

25 June 1976

MEMORANDUM FOR: Harry E. Fitzwater

Director of Training

FROM

Midcareer Course Chairman

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Midcareer Course Cochairman

VIA

Chief, Intelligence Institute, OTR

SUBJECT

: Course Report--Midcareer Course No. 52,

9 May - 11 June 1976

Introduction and Summary

1. The 52nd running of the Midcareer Course was a smooth and successful effort. Rather than coming together quickly as a group at like some earlier classes, these participants seemed to coalesce gradually but continually; and by the end of the course, they were actively engaging in lively dialogues with each other and the speakers. Class participation was excellent and this, in a large measure, helped to make the "class project" a success. While there were some questions about the lack of a field trip, and some disappointment, they accepted our reasons for the discontinuance and approached the exercise with maturity and provided several suggestions for making it more meaningful.

Course Objectives

2. The participants felt that the course met the stated objectives. In most cases they thought each Directorate was adequately covered, although a few commented that there were no evening sessions with DDI speakers. Those participants who responded to the question about the relevancy of topics in Phase III felt they were well-focused and timely subjects of concern for intelligence officers. The weak point of the course was Phase II, the Intelligence Community,

although there were several speakers who received extremely good ratings. Class reaction to numerous vugraphs and one or two poor speakers seemed to have had a dampening effect.

Class Composition

The 30 students who participated in this running of the course represented the four Directorates. Nine were from the Directorate of Operations, seven from the Directorate of Intelligence, eight from the Directorate of Administration, and six from the Directorate of Science and Technology. The average age of the class was 38.5 years, ranging from 33 to 49. The average grade of the group was GS-13. There were There were service was 12.4 years with a service was 12.4 years with a The class member with the least a contract employee working on a technical collection system, so he was able to add much to class discussion. Several participants thought that the nomination process for selection of attendees to the course should be tightened up. They observed that there were one or two classmates who toward the end of their careers and did not see age category for which the course was attendees from either DDS&T. We have attendees from either DDS&T. We have a service was a service was attendees from either DDS&T. We have a service was a service was a service was attendees from either DDS&T. We have a service was a servi in the selection process for Midcareer Course attendees.

Observations

Phase I of the Course proceeded smoothly even though there were schedule changes, speaker substitutions 25X1A and cancellations. Due to the debate in the Senate on the question of the Intelligence Oversight Committee, George Cary, the Legislative Counsel, had to cancel his appearance and could not send a substitute. We had been alerted to this possibility and had a videotape of a presentation on the office by 25X1A to a recent IWA course as a fill-in. DD/ORD, substituted for Donald Haas, D/ORD, 25X1A DD/OD&E, replaced Leslie Dirks, D/OD&E, on the day devoted to technical collection. 25X1A DDO/SE, cancelled his scheduled session and the schedule was 25X1A rearranged to include the film, "A Point in Time."
Chief of Operations, CI Staff, replaced 25X1A , Chief, CI Staff. Mr. Wells had to cancel his 25X1A scheduled appearance; however, he was rescheduled in the fifth week and the class had a fine hour-plus session.

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Arrangements were made with

and he used the time allotted to Mr. Wells.

There were no other changes until the return to the Headquarter.

There were no other changes until the return to the Headquarters area. Then, D/IAS, spoke for George Allen, D/IAS;, and Paul Walsh, AD/DDI, substituted for Ed Proctor, the outgoing DDI.

the participants included

Jack Blake, the DDA; John lams, the Comptroller; Bill

Parmenter, D/OCI; on the Freedom of Information

Act; and

Those who were rated lowest by the class included Fred

Janney, D/OP, and Lew Lapham, D/OPR. The latter just do not project well as compared to the former group. In addition, those speakers who discussed issues and problems and relied less on vugraphs and straight organizational-type briefings were better received. Several students noted that there were no evening sessions scheduled for any DDI speakers, and some felt that there was too much emphasis on the DDA during the segment. All participants felt that the stay at the was worthwhile and that the evening sessions were good.

6. The Intelligence Community portion of this course received the most critical comments from the students, and this reaction seemed to have been generated by an overuse of vugraphs and poor speaking abilities. There were three substitutions out of eleven scheduled speakers.

Deputy NIO for South and Southeast Asia and Africa, subbed for George Carver, D/DCI/NIO; Robert Gallagher, Office of National Security, Treasury Department, spoke for Foster Collins; and George Bradley, Special Assistant to the Assistant Administrator for National Security/ERDA filled in for Major General Giller at the last minute. Gallagher, unlike his first appearance in the course, did an admirable job as did Peter Tarnoff, Director, Office of Research and Analysis for Western Europe, State/INR. Both should be invited back.

Intelligence/DIA, gave a miserable presentation. He was not forthcoming, used an excessive number of vugraphs and did not seem prepared. Bradley had difficulty relating the role of ERDA in the Intelligence Community and was somewhat ill-prepared. The class, while critical of his presentation, recognized the difficulties he was working under and were more tolerant of his efforts than those of

7. Phase III dealing with world affairs went extremely well. There was only one substitution, Chief, CIA SALT Support Staff, and there was only

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one bad presentation. That was by Ben Evans who talked about the CIA Management Committee. His presentation was disjointed, lacked candor, and left the class members with students reacted strongly and were unanimous in their opinion that he should not be invited back. John Stoessinger's session on the conduct of foreign policy by Dr. Kissinger and the presentation on the Middle Bath. and the presentation on the Middle East by former Ambassador Parker Hart were rated the most effective. The participants felt that the topic selection was good and suggested that subjects such as Law of the Sea, energy, food and population problems be retained. They did feel that subjects such as SALT, MBFR, and Soviet military forces could be adequately covered in an hour rather than the hour and a half that had been allotted to each. They also felt that if Agency personnel were going to cover problems like International Terrorism and Narcotics Control, it should be done in Phase I rather than Phase III. A few suggested that spouses should have an opportunity to hear some of the speakers who discuss outstanding issues of the times.

Excellent The most positive aspect of this course was the student reaction to the "class project." As indicated earlier, they approached the exercise with hesitation but as mature individuals and they made it work. As a class, they evaluated this segment higher than any field trip since the one to Cape Canaveral in December 1974. Part of the success may be attributed to the fact that there were more topics for discussion to choose from. As subsequent classes engage in this activity the topic selection will broaden and subjects of current concern will come up. We should be flexible in this matter and if there are ideas that the participants would like to focus upon, they should be given the chance. We should also give the teams more time to reflect upon the topic of their choice and we should continue to have teams that represent a cross section of the Agency. A few indicated that it would be better for the discussion if the members could make up their own teams and select a subject of interest common to all the team members. However, a majority felt that it was beneficial to be on a team with different backgrounds because it provided more depth of discussion, and in some cases, on topics in which they were not as knowledgeable. Many felt that the term "class project" was a misnomer and should be called what it really is-a discussion group, seminar, etc. Another good suggestion put forward by the group dealt with the location of the sessions. All seemed to feel that if it were held out of town (either , it would be more effective. Admittedly, each class is different and what worked for Midcareer No. 52

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might not work for Midcareer No. 53. This class liked to talk to each other and knock heads on subjects of common concern. They had their chance and took advantage of it. Finally, the informal communication system is working, and the majority of these participants were aware of the fact that the field trip was out and the "class project" was in. They were generally aware of the negative attitude toward the project by the previous class but they tried it and, as more than one member stated, "It was useful and more rewarding than expected." We should keep this momentum going.

Problems

There were no major problems in the administration of this class. There were some moments during the first two weeks when the Course Chairman had doubts, but the basic considerations are to be flexible and keep the class participants informed. At the very first session, they should be informed that schedules can, and do, change and that our speakers are interested in the course but they are busy men. As a result, the class members did not take it as a personal affront that some folks had to send substitutes. They were aware of the far-reaching changes that were taking place back at Headquarters. They did appreciate the fact that we were able to reschedule and Mr. Wells. were appreciative of the fact that was interested enough in talking to the group that he asked to reschedule his session rather than cancel it because of another commitment.

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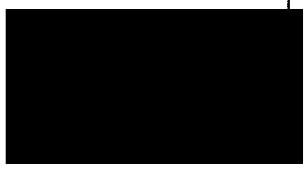
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Class Reaction

10. Overall class reaction to this running of the Course was very favorable. The participants felt that they had a better perspective of the Agency, particularly in this period of change. They felt that the Course met its objectives. As in earlier Courses, the opportunity to discuss issues and problems in an informal setting with senior Agency officials and the Individual Presentations were considered to be the highlights of the Course. There were some suggestions that more time be allotted to the IPs. As usual there were a few participants who thought the Course should be shortened to four weeks, but these were offset by those who thought it was just right but that more time should be spent at or that the last week should be out of town. There seemed to be more concern in this group about management training, and a few recommended that some management training be included during the five weeks.

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11. On a scale of 1 to 7, Phase I evaluations ranged from 4 to 7 with an average of 5.5. As stated earlier, Phase II was the weakest segment and the average rating was 4.3 (the spread was between 3 and 6). Phase III evaluations ranged from 3 to 7 with an average of 5.1 and the "class project" received an evaluation of 5.0 with ratings which spread from 2 to 7. The class gave an average evaluation of 5.6 to the Course as a whole.



Atts

Approved For Release 2000/06/19 : CIA-RDP80-00506A000400120001-8 END-OF-COURSE DATA

DATE	OF	REPORT	25	June	1976	

COURSE: Midcareer Course No. 52

(TITLE & NUMBER)

RUNNINGS PER YEAR: 5

STUDENT ENROLLMENT

ENROLLMENT BEGINNING CAPACITY ENROLLMENT		UTILIZATION* (PER CENT)	NO. COMPLETING COURSE	
30	30	100	30	

CLASS COMPOSTION

		_		DD/	201			отн	ΞR	·	
ORGANIZATION	DD/A	DD/I	DD/O	S & T	DCI						TOTAL
NO. OF STUDENTS	8	7	9	6	-	-	_	-	-	-	30

	GRADE	YRS IN AGC'Y	TIME IN JOB	AGE
RANGE	12-15	2-21	unk	33-49
AVERAGE	13	12.2	unk	38.5

*BEGINNING ENROLLMENT

- = UTILIZATION

ENROLLMENT CAPACITY

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MIDCAREER COURSE

The Midcareer Course was started in 1963 to provide an opportunity for promising, middle-level officers to broaden their professional horizons. The Course has become well-known throughout the Agency as an important aspect of career development as well as a forum for the exchange of views between senior managers from many components of CIA and course participants.

COURSE OBJECTIVES

Midcareer Course members are expected to:

- Gain a fairly detailed understanding of the Agency, its components and issues of current concern to Agency management.
- Achieve a broad grasp of the other elements 2. of the Intelligence Community and the policy making process.
- Obtain insight into selected national and international developments that bear on the U.S. foreign intelligence effort.

PHASES

The Midcareer Course is divided into three phases which in succession emphasize each of the three objectives. You should, however, keep in mind that the range of subject matter covered in each of the phases contributes to the attainment of all three objectives.

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MONDAY, 10 May 1976

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Classroom 11)

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PHASE I -- THE AGENCY

The Course opens with an examination of the organization, mission, role, and functions of the Central Intelligence Agency. Most of you have spent your careers in one Directorate, some in one office or division, and even a few in one branch; therefore, our objective in this Phase is to open up the Agency to your critical inspection, to broaden your perspectives on the operations of other offices and Directorates, and to offer you new insights into how your job relates to the larger picture of the intelligence process.

0845-0900

Course Administration

Block I--Mutual Perceptions: The Agency and Us

In the first Block of this Phase you will consider how you, as Midcareerists, see yourselves as employees and how you view the Agency. You will have an opportunity to discuss mutual problems and to suggest solutions with your classmates. This evening, a senior officer will discuss the role of training in your personal development program and what the Office of Training has to offer. Finally, those officers concerned with the Agency's legal, legislative and media relationships will discuss their perceptions of the problems that face the Agency today.

0910-1200 Team Exercise: Midcareerist Obstacles

This team exercise is designed to bring our collective thoughts, as a class, to bear on problems that we have individually perceived at one time or another. We want to identify and clarify obstacles that intrude upon individual career development or on the realization of Agency missions. We will then seek to formulate or suggest ways of overcoming them. The exercise should surface and bring into focus shared individual concerns and concerns about the Agency that we may explore throughout the entire five weeks.

Lunch

MONDAY, 10 May 1976

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1300-1515

Team Reports

25X1A

Dinner

Evening Session
The Office of Training An Overview

Deputy Director of Training

Training

Training is often seen as an avenue for organizational renewal and for Agency employees to acquire new skills and broaden their horizons. Our speaker will describe the recent growth in training opportunities with particular emphasis on new developments and trends in OTR. will also discuss the selection process for training and the relationship of training to personnel development planning.

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TUESDAY, 11 May 1976

25X1A

0830-0930

Reading

Class

Intelligence Institute, Office of Training, Study Guide: The Organization of CIA, January 1975, 12p. and chart. SECRET

John Maury, "CIA and the Congress," pp. 1-14, Studies in Intelligence, Vol. 18 No. 2, Summer 1974. SECRET No Foreign Dissem

Rep. Lucien Nedzi, "Oversight or Overlook: Congress and the US Intelligence Agencies," pp. 15-20 Studies in Intelligence, Vol. 18 No. 2. SECRET No Foreign Dissem

Executive Order 11905, United States Foreign Intelligence Activities, Federal Register, 19 February 1976 25X1A

0945-1045

CIA in Court

Acting General Counsel

One of the major problems confronting the Agency today is the requirement to maintain the secrecy of Agency operations in a free society--which often means defense against challenges in court. A representative of the General Counsel will highlight the changing legal climate that affects the Agency's operation and security.

1100-1200

The Agency's Relations with the Press

Angus Thuermer
Assistant to the
Director

The problem of the Agency's image as reflected in the press is of concern. Our speaker will discuss the various aspects of the problem and how the Agency deals with it.

Lunch

TUESDAY, 11 May 1976

25X1A

1300-1400

The Agency's Relations with Congress

George L. Cary Legislative Counsel

The Agency occupies an unusual, if not unique, position in the endemic contest between the Executive and Legislative branches of Government. Our speaker will review Congressional relations, describing the mechanisms responsible for oversight, and will share his impressions of the attitudes in Congress toward the Agency in this time of change.

25X1A

1415-1515 1300-1400

The Freedom of Information Act and Its Impact on CIA

Assistant for Information to the DDA

Our speaker will outline briefly the provisions of the 1966 Freedom of Information Act and the Privacy Act of 1974 and the effects of their implementation on government departments and agencies. Executive Order 11652 will be discussed and the Agency's procedures and experience dealing with declassification requests will be detailed. The 1974 amendments to the Freedom of Information Act will be outlined and emphasis will be placed on the impact of the amendments on CIA.

25X1A

1415-1515 Videotope of Dinner

cold presentation to IWA

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1900-2100

Evening Session -

Angus Thuermer George Cary

WEDNESDAY. 12 May 1976

25X1A

0830-0930

Film: "Printing for Intelligence"

Reading

Class

Directorate of Administration - History and Functions. SECRET

BLOCK II--Support to the Intelligence Process

Intelligence collection and production requires a variety of processing and support mechanisms. During the next three days you will hear about some of these activities dealing with men, money and machines.

0945-1045

Logistical Support of Agency Activities

James H. McDonald Deputy Director of Logistics

Logistics has changed its emphasis greatly since the winding down of activity in Southeast Asia and the present disinclination of the Administration to engage in any more large scale paramilitary ventures. These changes in emphasis and their effects will be described for us as they have become part of the "new look" in the logistics field.

1100-1200

Developments in Agency Communications

Director of Communications

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Communications are a vital link in all activities of the Agency, both at Headquarters and overseas. Our speaker will describe the various forms of communications handled by his office, the types of equipment employed, and the outlook for the future in terms of advancing technology.

Lunch

1300-1400

The Role of the Office of the Comptroller in Budgeting, Management and Planning

John D. Iams Comptroller

You have heard that the Agency and each one of us is expected to "do more with less." Our speaker will explain what the resource picture is now and what tighter resources will mean to the Agency as a whole. He will also discuss the Agency budgeting processes—what they are now and how they operate—and discuss current planning, budgetary and management practices.

25X1A

WEDNESDAY, 12 May 1976

1415-1515

Financial Operations in the Agency

Deputy Director of Finance

Financial operations within the Agency are complex and require careful control. Like many other offices in the Agency, our speaker's office has had to reorganize itself to do more with less. He will describe his office's objectives and discuss new simplifying and streamlining techniques and the increasing use of computers to perform routine tasks.

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Dinner

1900-2100

Evening Session -

James H. McDonald
John D. Iams

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THURSDAY, 13 May 1976

25X1A

0830-0900

Reading

Class

Folder: Office of Personnel Reading Material

Personnel Evaluation System Handbook, DDO Career Service, SECRET

Directorate of Administration: Personnel Management Handbook, ADMINISTRATIVE - INTERNAL USE ONLY

Directorate of Intelligence: Personnel Handbook, ADMINISTRATIVE - INTERNAL USE ONLY

Directorate of Science and Technology: Personnel Management Employee Handbook, ADMINISTRATIVE - INTERNAL USE ONLY

0900-0930

Individual Presentation

0945-1045

The Agency and Its People

Fred W. Janney Director of Personnel

Our speaker will describe and clarify the underlying philosophy of the new personnel management tools—Annual Personnel Plan (APP) and Personnel Development Program (PDP)—that came from the Personnel Approaches Study Group (PASG). He will also describe other matters of personnel management in which the Office of Personnel has a key role, as well as those for which OP has a monitoring and guidance function.

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1100-1200

The Agency's Medical Services

Deputy Director of Medical Services

In an organization such as ours the physical and mental health of its employees is of paramount importance. The speaker will describe how the Agency's Office of Medical Services provides would wide

25X1B

Lunch

THURSDAY, 13 May 1976

25X1A

1300-1400

Security in the Agency Today

Robert W. Gambino Director of Security

The Office of Security is charged with guarding Agency secrets against a variety of threats and accidents. The foreign intelligence threat is still present, using ever more sophisticated methods and equipment; but in addition, securityrelated problems of safeguarding information and installations, both in the U.S. and abroad, have become more numerous and complex. Mr. Gambino will describe the environment within which the Office of Security works and what its major current activities

25X1A

1400-1500 Informal Session

Fred W. Janney Robert W. Gambino

Dinner

1900-2100

The Outlook for the Future in the Directorate of Administration

John F. Blake Deputy Director for Administration

The DDA will speak briefly on the current status of his Directorate, bringing you up-to-date on recent changes and giving you his views on the outlook for future activities. He would then like to discuss those questions and problems which are of particular interest and concern to you.

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FRIDAY, 14 May 1976

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0830-0930

Individual Presentations

0945-1045

The Role of Computers in Support of Agency Activities

Clifford D. May Director of Joint Computer Support

The computer is here to stay in the Agency-as an information processor, as an analytical tool and as an aid to managers and management. Mr. May will acquaint you with current and projected uses of computer systems in the Agency and describe the role and responsibilities of his office. He will also describe some existing programs and how OJCS can be helpful to you as a potential user of computers.

1100-1200

Equal Employment Opportunity in the Agency

Omego J.C. Ware, Jr.
Director of Equal
Employment
Opportunity
Programs

The DCI is firmly committed to achieve equal employment opportunity for all CIA employees. Mr. Ware will describe the nature of the problem and the actions to be taken to attempt to solve it.

Lunch

1300

ETD

	SUNDAY, 16 May 1976		25X1A	
	i di la companya di managara di managa La companya di managara di	and the second		
1200-1830	Arrive at		25X1A	
1630-1730	Mess Hall open for Dinner			
1800	open		25X1A	
1900-2100	Individual Presentations:-		25X1A	

MONDAY, 17 May 1976

25X1A

0800-0900

Reading

Class

Director of Central Intelligence, Key Intelligence Questions for Fiscal Year 1976, USIB-D-22.1/43, 9 October 1975. SECRET

Director of Central Intelligence, Perspectives for Intelligence, 1976-1981, USIB/IRAC D 22.1/44, October 1975, 18p. SECRET No Foreign Dissem

25X1A

Technology and Change: Implications for the Central Intelligence Agency,"
January 1972. SECRET

Planning Study for Research and Development, Some Likely Key Intelligence Questions for the 1980's, RDP 1, 1 June 1974. SECRET No Foreign Dissem Background Use Only

Views on Emerging Areas of Science and Technology Potentially Important to National Security, STIC 75-4, December 1975. CONFIDENTIAL

0900-0930

Individual Presentation

Block III -- Collection and Processing

Intelligence collection rests at the base of the intelligence process where the most money and manpower is expended. We begin with the area of technical collection, looking at the technical collection systems of today and those we can expect tomorrow. We will then look at the area of human collection for which the Agency has a unique responsibility. We will see how technical and human collection interact and complement each other and relate the impact of these on us all as intelligence officers.

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1005-1115

The Office of Research and Development

Dep Director of Research and Development

This is the office that takes a "far-out" look at science and technology to see what it can do for us to keep ahead of the lead time problem. This small group pushes "the state of the art" of US science to the outer limits for the nation's benefit. We will hear examples of what's already been done and what's on the drawing boards.

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MONDAY, 17 May 1976

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1120-1215

ELINT Activities

Deputy Director of ELINT

What is ELINT? A conducted tour around the world of US ELINT facilities, including those of our close allies, will be an important part of this presentation. Special programs and future capabilities will be covered, as well as how actual operations are carried out.

Lunch

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1300-1400

The Office of Development and Engineering

Der Director of
Development and
Engineering

The principal exotic systems now in use will be described so laymen can understand what they do, how they do it, what the product is and how it is used. We will also hear of the technical achievements that lie just ahead and for which we should be getting ready now before they overwhelm us.

1415-1530

The National
Photographic
Interpretation
Center

John J. Hicks
Director, National
Photographic
Interpretation
Center

Although NPIC is predominantly a processor, it is closely involved with research and development personnel, collectors, and producers. It provides a mass of critical information for use in the finished intelligence report and in the decision making process. The Director of NPIC will discuss his support to the Intelligence Community.

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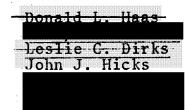
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Dinner

1900-2100

Evening Session -



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TUESDAY, 18 May 1976

0800-0830 Reading Class

0830-0930 Individual Presentations 25X1A

0945-1045 The China Target

East Asia Division

Our speaker will describe the collection activities against the Peoples Republic of China. He will cover the status of China as an intelligence target, analyze the impact of more recent international events on collection activities—the border clashes with the USSR and the President's visit to the mainland—and indicate the level of the DDO collection effort against the PRC.

1100-1200 The Soviet Union as an Operational Target

Soviet/ 25X1A

East European
Division

Despite the recent trends toward more cordial relations between the USSR and the US, the Soviet Union remains one of the two "hard targets" for the Operations Directorate. Our speaker this morning will describe approaches to the target and the difficulties encountered; several case histories will be presented.

Lunch

Technical Service in Support of Operations

Support of Operations

Service

David S. Brandwein

Director of Technical

Service

The Office of Technical Service primarily provides technical support to operations of the DDO. You will have an overview of these activities and learn of the kinds of equipment and support which the Office can 25X1A supply.



Dinner

Special Special Special

TUESDAY, 18 May 1976 25X1A

1900-2100

Evening Session -

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S-E-C-R-E-T

WEDNESDAY, 19 May 1976 25X1A 25X1A Class 0800-0830 Reading 0830-0930 Individual Presentations sion 25X1A 25X1A 1100-1200 The Role of Counter-Chief chief, Counterintelligence CI Staffintelligence Staff

The job of the Directorate of Operations involves not only collecting information for ourselves, but also denying information to our enemies. Our speaker will discuss the role of his staff and how the recent Presidential directives will affect that role.

Lunch

1300-1400

The Responsibilities of the Services Staff

Chief, Services Staff

Our first speaker this afternoon has a wide variety of responsibilities 25X1A in his component ranging from computer-based data 25X1A files.

the role the

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Agency will play in the future, and trends in computer technology that will affect the Operations Directorate.

1415-1515

The Relationship
Between the Headquarters
Area Division and the
Field Station

LA Division

Overall direction and support to the Chiefs of Stations and Bases overseas are provided by the geographic divisions at Headquarters. Our speaker will talk about what it is like to manage an area division with a multiplicity of stations, varying requirements and personnel needs. He will discuss the balancing act he must perform between fulfilling the Operational Directives for his area and providing support to other Agency components. He will also discuss how the division evaluates the reporting and activities of the stations under the division's cognizance.

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WEDNESDAY. 19 May 1976

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1900-2100

Evening Session -

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THURSDAY, 20 May 1976

25X1A

0830-0900

Reading

Class

0900-1030

Individual Presentations

Block IV--Intelligence Production

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The final step in the intelligence process is the production of finished intelligence. During this block we consider four types of finished intelligence--scientific, military, political and economic.

1030-1130

The Production of Scientific Intelligence

Deputy Director of Scientific Intelligence

The focus of this presentation will be upon the function of the Office of Scientific Intelligence as a producer of finished intelligence reports. The Deputy Director of Scientific Intelligence will discuss the functional and geographic areas of concern to this Office, the relationships with other producing components in CIA and in the Intelligence Community, current priorities, and the types of finished intelligence produced by its various components.

130-1230 1300-1400 The Office of Weapons Intelligence

Ernest J. Zellmer
Director of Weapons
Intelligence

The Office of Weapons Intelligence is an important producer of finished intelligence for the DDS&T. Mr. Zellmer will discuss the ways in which OWI uses raw data from telemetry, imagery, radar tracking and other information to build a coherent picture of the capabilities and performance characteristics of a strategic weapons system. Examples will be given of actual cases.

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1415 - 1530 - 1345 - 1500 Lunch
The Soviet Union as Operational Target

The Deputy Director's View of the Operations Directorate

SF/DDo William Wells Deputy Director for Operations

Mr. Wells will present an overview of his Directorate and his thoughts on the future of its operational responsibilities.

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Dinner

1900-2100

Evening Session -

Ernest J. Zellmer

FRIDAY, 21 May 1976

		· 操	
0800-0830	Course Administration		
	Reading	Class	25X1A
0830-0930	Individual Presentations	<i>(</i>	ZOXTA
0945-1045	The Agency's Responsibility for Strategic Research	Acting Deputy	

Our speaker will discuss OSR's role in the production of military intelligence, differentiating its efforts in this field from that of other Agency and non-Agency components. He will trace the history of military intelligence work in the Agency and will describe current research priorities and problems.

1100-1200

The Office of Political Research Director, Office

Lewis J. Lapham of Political Research

25X1A

This office was created primarily to conduct political and interdisciplinary research in depth, rather than current intelligence. The Director of OPR will discuss the rationale behind its formation, its current status and activities, and what he believes the future holds in store.

Lunch

1300-1400

A New Emphasis on Economic Research Maurice C. Ernst Director of Economic Research

The deteriorating position of the US in the world economy is a problem which has had a particular impact upon the operations of the Office of Economic Research. Our guest will describe how the policy makers' interests in economic intelligence have shifted and how OER has met the new and increasing demands for finished economic intelligence. He will discuss the organizational changes OER has made, as well as the changes in its requirements for intelligence collection.

1430

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(Room 916, Chamber of Commerce Building)

0830-0930

Individual Presentations

0945-1045

Processing Intelligence:
The Role of the Central
Reference Service

Harry C. Eisenbeiss
Director, Central
Reference Service

The Central Reference Service provides a set of utilities in support of intelligence production and operations. Our speaker will discuss information flows into the Agency, the change in the flows over time, processing of the information for future retrieval, efforts to improve the system and your service.

1100-1200

The Agency's Role in Current Intelligence

William K. Parmenter
Director of Current
Intelligence

One of the major missions of the Agency is to provide rapid world-wide intelligence reporting and analysis for the highest policy-making levels, including the President. The Director of Current Intelligence will relate how his Office meets this current reporting function and describe the problems, both substantive and organizational, which OCI faces in satisfying this requirement.

STATSPEC

Lunch



1445-1545

The Office of Geographic and Cartographic Research

John K. King Director, Office of Geographic and Cartographic Research

The Agency produces intelligence on virtually all subjects of interest to government policy makers. We now cover another major area of intelligence production--Geography and Cartography. Our speaker will cover the functions of his office and how it interfaces with the other areas of Agency operations. He will include some of the trends and problem areas encountered in producing geographic intelligence.

1600-1630

Course Administration

TUESDAY, 25 May 1976
(Room 916, Chamber of Commerce Building)

0815

Bus leaves from
Chamber of Commerce
Building to
(meet at rear of
Chamber of Commerce

25X1A 25X1A 25X1A

Building)

0900-1130

The Imagery Analysis

Service

Lunch -

George W. Allen
Dep Director, Imagery
Analysis Service

The Director will discuss the role of IAS in support of intelligence production and operations components of CIA focusing particular attention upon the support provided to on going disarmament talks--SALT and MBFR. You will then have an opportunity to visit individual components and talk informally with the PI analysts.

Cafeteria

25X1A

23/1/

1230

Bus to Chamber of Commerce Building

25X1A

1330-1430

The Expanding Role of the Inspector General

Speaker To Be Announced

The Inspector General is charged with overseeing Agency activities as directed by the DCI, investigating employee grievances and supervising audits of expended funds. The speaker will discuss the function of his expanding office in reviewing these activities in response to the recommendations of the Rockefeller Commission and in investigating employee grievances. He will describe some types of problems and situations which arise and require remedial action by top management.

1445-1600

The Intelligence Directorate

Assoc. Deputy Director for Intelligence

The DDI will share his perspective on the issues and problems which currently confront his Directorate. In this broad overview, he will cover the changes and innovations which have already been made in the organization of the Directorate and in its intelligence product, as well as additional alterations which may yet be undertaken. He also wants to have an informal exchange of views on the relationship of the intelligence producers to both the intelligence collector and the consumer of finished intelligence.

1600-1645

Phase I Evaluations

Approved For Refease 2000/06/19 : CIA-RDP80-06536A000400120001-8

WEDNESDAY, 26 May 1976 (Room 916, Chamber of Commerce Building)

PHASE II--THE INTELLIGENCE COMMUNITY

Now that you have an appreciation for the issues and problems which face CIA today and an understanding of the organization of the Agency, we turn to the Intelligence Community. Speakers representing most of the other members of the Community will provide us with insights into the problems they face in their own agencies and with respect to each other.

0830-0900 Individual Presentation

7 The National Security Council Under the Ford Administration Council Staff

The NSC mechanism works differently under every President. Our speaker will discuss how the current system works and how it is evolving in the new Administration. Our speaker will enumerate the White House priorities for the immediate future and for the longer range

25X1A

1045-1200

The National Intelligence Officers

4 Africa

Asst NIO George A. Carver for South Deputy to the DCI & SE Msia for National Intelligence Officers

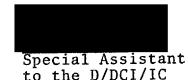
The National Intelligence Officer system has been introduced to provide the Director with a small group of officers drawn from the Intelligence Community responsible for specific subjects or areas. Our speaker will discuss the origins of this concept, how it is evolving, and what lies ahead.

25X1A

Lunch

1330-1500

Managing the Intelligence Community



The Director of Central Intelligence was charged by the President in November 1971 with exerting more influence throughout the Intelligence Community. This charge was reiterated by President Ford in October 1974. To assist in carrying out this charge, the DCI created the Intelligence Community Staff. Since then, the Executive Order of 18 February 1976 has brought more changes. 18 February 1976 has brought more changes. will outline the scope of the Staff's responsibility, some of the major problems facing the organization, and his thoughts on the future.

25X1A

WEDNESDAY, 26 May 1976 (Room 916, Chamber of Commerce Building)

25X1A

1515-1630

The Defense Intelligence Agency

for Intelligence (Research Center), DIA

How well is our military counterpart doing in coordinating DOD intelligence functions? Are the areas of overlap undesirable duplication or desirable redundancy? What changes are being made? What does the future hold for DIA in its relations to CIA and the other members of the Community? These are some of the questions to which our speaker will address himself.

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(Room 916, Chamber of Commerce Building)

0830-0900

Individual Presentation

0915-1030

The SIGINT Community

25X1A

Special Assistant to the CIA SIGINT

Our speaker will discuss the organization of the SIGINT Community and the relationship between the collector, the consumer, and the source of policy. He will provide an insight into the workings of the USIB SIGINT Committee and discuss the Agency's relationship to the other principals in this field.

1045-1200 Treasury's Role in the Intelligence Community

Robert Gallagher J. Foster Collins

Office of Deputy Special

National Assistant for USIB

Security and Special Support,

Treasury Department

The Department of the Treasury joined the United States Intelligence Board just over three years ago because of the unique contribution intelligence can make to international economic affairs. Our speaker will discuss Treasury's role and the kind of information the Intelligence Community can provide for the successful conduct of US international economic policy. He will provide insights into what are considered the critical factors for the US in the world economic situation.

Lunch

1330-1445

The Bureau of Intelligence and Research

Peter Tarnoff Director, Office of Research and Analysis for Western Europe, INR

The Department of State is first in the US Government with international concerns. Although small in size, INR has a strong voice in the Community. Our speaker will elaborate on the role of INR, with particular attention to relations with the Agency at home and abroad.

1500-1630

The FBI and Intelligence

Deputy Assistant Director, Intelligence Division, FBI

As Agency employees, we have several questions concerning the FBI and intelligence: Where and how does one draw the line between foreign and domestic intelligence? What are the areas of contact between the Bureau and the Agency? How are relations between us now, and how does it look for the future? How does the Director of the FBI view his Community ities ase 7000106119 it Carries these 3.5 A000400120001-8

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25X1A

FRIDAY, 28 May 1976 (Room 916, Chamber of Commerce Building)

25X1A

0830-0900

Individual Presentation

0915-1030

Intelligence Successes

and Failures

Office of Performance Evaluation Assessment and Improvement, IC Staff

The ultimate purpose of our intelligence effort is to provide knowledge, insight, and choice to our principal consumers, U.S. Government officials responsible for formulating and implementing foreign policy. A representative from the office of the Intelligence Community Staff charged with evaluating the intelligence product will provide examples of some of our successes and some of our failures and comment on some of the lessons they have to offer.

1045-1200

The Energy Research Spec Ast Major General and Development to the Mss+Edward B. Giller, Administrator John National Security Administration

National Sedurity, **ERDA**

A high official with broad experience in science and government will discuss his new organization and share some of his opinions on the reasons for government change in the search for and control of new energy resources. He will touch on some of the challenges that confront the new Administration and look ahead to the possibilities of meeting the goals which have been established. He will also discuss the role of ERDA in the Intelligence Community.

Lunch

1315-1345 Individual Presentation

1345-1415 Phase II Evaluations

1430-1545 The President's Foreign Intelligence Advisory Board

CDR Lionel Olmer Special Assistant to the Executive Secretary, PFIAB

This Board, composed of outstanding private citizens, meets periodically in Washington and carries out independent studies of US foreign intelligence activities on behalf of the President. Our speaker will discuss the present membership of the Board, the kinds of activities it looks into, and how the President uses the Board. The speaker will give us his views as to what the future may hold for this advisory organization.

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MONDAY, 31 May 1976

HOLIDAY

Memorial Day

TUESDAY, 1 June 1976 (Room 916, Chamber of Commerce Building)

0830-0900 Individual Presentation

0900-0945

Group Discussion Class and Staff

PHASE III--WORLD AFFAIRS

The international environment within which the Agency operates has undergone some important changes in recent years. National security as a national objective has required some redefinition; whereas the Soviet threat remains paramount, new powers and threats are emerging. National welfare in a world of scarce resources and keen economic competition is demanding its share of attention among US international objectives. It is the purpose of Phase III to bring you up-to-date on both the continuing and new national concerns as affected by world developments, and to suggest the impact of such developments upon the work of the Agency.

1000-1200

U.S. Foreign Policy and the United Nations



25X1A

Since entering government service in 1969, Henry Kissinger has dominated the making of both U.S. foreign policy and U.S. policy in the United Nations. Our speaker will discuss the raison d'etre of the Kissinger foreign policy, based partly on first hand, personal, experience and how this policy relates to the U.N. He will discuss the strengths and weaknesses of the Kissinger approach and make some projections as to what the future may hold.

Lunch

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(Room 916, Chamber of Commerce Building)

1315-1500

Prospects for Soviet-American Relations



Our speaker will consider the significance of detente in assessing Soviet objectives and achievements in her relations with the West. He will examine the current state of US-USSR relations, discuss the role of trade and US and Soviet interests in the Middle East, Africa and other areas of the world.

1515-1630

SALT: Stabilizing the Arms Race

Chief, CIA SALT Support Staff

A prime question for future US-Soviet relations is whether the competitive aspects of the arms race can be brought under control. The 1972 ABM Treaty and Interim Agreement were a first step and the Vladivostok Agreement in the Winter of 1974 was the next step. Our speaker will describe what these accords provide, what they mean in terms of stabilizing the arms race and what needs yet to be done. He will describe how the Agency supports the SALT talks while they are in progress, and how the Community carries out its verification responsibilities covering the initial agreements, advising policy makers of possible future arms limitation options, and alerting them to possible violations.

25X1A

25X1A

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WEDNESDAY, 2 June 1976 (Room 916, Chamber of Commerce Building)

0830-0900

Individual Presentation

0915-1115

Political Turbulence in Western Europe: Implications for the U.S.

Deputy NIO for Western Europe

For the past 30 years, NATO and the countries of Western Europe have formed the bulwark of defense against possible Soviet aggression. Today, upheaval and dissension in Southern Europe threaten large portions of the fabric of European defense and unity. Leftist parties have gained in strength; in the near future the Communist Party of Italy may acquire a formal share of governmental power. Our speaker will address these problems and offer some suggestions as to what may be in store for the future.

1130-1200

Individual Presentation

Lunch

1300-1445

The Strategic Balance in Europe: NATO, the Warsaw Pact and MBFR Special Assistant for MBFR, OSR/DDI

One of the major problems in the world today is the problem of strategic/ military balance between the U.S. and the U.S.S.R. In addition, however, is that confrontation between NATO and the Warsaw Pact in Europe.

will cover the nature of the balance between the two alliances, some of the history involved, a look at the future, and a view of the prospects for success in the MBFR talks currently underway in Vienna.

25X1A

25X1A

25X1A

25X1A

1500-1630

The Soviet Navy Today

Chief, Naval Operations Branch, OSR/DDI

We have heard about the strategic balance and the military balance in Europe between the United States and the Soviet Union. Another major element in the US-Soviet equation is the competition between the navies of the two countries. Our speaker will describe this competition, some of its history, the current trends in the Soviet Navy and an outlook for the future.

THURSDAY, 3 June 1976 (Room 916, Chamber of Commerce Building)

0830-0900

Individual Presentation

0900-0950

"Who Owns the Sea?" Film:

This film, produced by the Canadian Broadcasting Corporation in 1972, presents graphically some of the issues discussed in the lecture to follow.

25X1A

1000-1145 Law of the Sea

Office of Geographic and Cartographic Research

Our speaker has been concentrating for some time upon the political implications to the US of various outcomes of the Law of the Sea Conferences, the second of which was held recently in Geneva. He will summarize some of the diverse points of view held by the participants and will highlight their significance to US national interests.

Lunch

25X1A

1300-1500

The Outlook for China in World Affairs

China's willingness to open relations with the US suggests that Peking, while remaining intractably hostile toward the USSR, will play a far different role in world affairs in the 70's than in the previous two decades. A leading China scholar will analyze the emerging lines of its foreign policies, strategic aims and regional goals--with particular attention to the Soviet Union and the US. He will also identify con-

1515-1630

World Population Problems

temporary forces of continuity and change at work in China.

Carl Hemmer Chief, Population Policies Development Division, Office of Population, AID

This presentation will center on the trends in world population. The speaker will explore the magnitude of world population growth and offer his views on the ramifications of the present and future growth rates upon all nations in general but with emphasis upon the less developed countries. He will discuss the difficulties involved in initiating programs designed to slow present population growth rates and the time lag before such programs are effective. The problem of providing limited food to an expanding population will also be treated.

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(Room 916, Chamber of Commerce Building)

0830-0900

Individual Presentation

0915-1100

The Middle East

Parker T. Hart
Special Representative
for the Middle East
and North Africa,
Bechtel Corporation

A former Ambassador to several Middle Eastern Countries and a distinguished authority will discuss the current developments in the Middle East, covering some of the historical background and describing the diverse regional claims and rivalries which have complicated American and Soviet interests there. He will conclude with a personal view of the future in this volatile area.

1115-1200

Films:

"Kidnap, Executive Style"

"The Japanese Red Army"

25X1A

Lunch

25X1A

1315-1445

Terrorism: A New Dimension in World Affairs



Terrorism is not restricted to an Israeli marketplace or the Belfast ghetto, but it can move in without warning on a San Francisco bank or on a UN delegation. A senior Agency official will discuss the world-wide scope of terrorist activities and international efforts to cope with this threat. He will also discuss the United States' inter-agency efforts in this field, particularly as it relates to the US, and he will describe the government's policies aimed at thwarting terrorist activities.

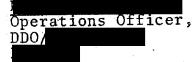
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25X1A

25X1A

1500-1630

International Drug Trafficking: The Role of Intelligence



25X1A

Drug abuse in the US resulted in former President Nixon naming the prevention of illegal importation of drugs into the US a major national objective for the 70's. All resources of the US Government have been mobilized, including those of CIA. Our speaker will outline in broad form the international scope of drug trafficking, and will focus primary attention on what the Agency response has been to this new and somewhat unconventional priority. He will also discuss the relationship of CIA with the Drug Enforcement Administration/Department of Justice and other US agencies abroad under the guidance of the Gabinet Committee for International Narcotics Control (CCINC).

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MONDAY, 7 June 1976
(Room 916, Chamber of Commerce Building)

0830-0930

Individual Presentations

25X1A

0945-1115

The Multinational Corporation

Deputy Director, Office of Economic Research, U.S. International Trade Commission

One of the major factors on the international economic scene today is the multinational corporation. Our speaker will describe them and discuss their effect on international trade, balance of payments and US foreign policy interests.

1130-1200

Film:

"Energy: Critical Choices Ahead"

The scope and impact of the current energy crisis is described in this film recently produced by the Department of Commerce.

Lunch

1315-1430

Energy: Challenge of the Seventies

Joseph Gustaferro
Director of Natural
Gas Action Group,
Office of Energy
Policy and Programs,
Department of Commerce

As the most technically advanced nation, the US consumes the most energy. We now must compete in a world-wide market where the number of competitors is growing while ready supplies are decreasing. This presentation will focus on the impact of dwindling energy supplies on the traditional patterns of international politics, regional groupings and alliances. The speaker will illustrate how traditional US policy objectives can come into conflict with the necessity for maintaining supplies of energy.

25X1A

25X1A

1445-1630

The World Food
Problem and Global
Climatic Change:
An Intelligence
Problem?

Office of Political Research

Center for the Development of Analytical Methodology, ORD

Trying to provide adequate world food supplies will become a problem of overriding priority in the years ahead. The stability of most nations is based upon dependable sources of food, but this stability will not be possible if there are detrimental climatic changes. Our speakers APPIQYCALFORS RELEASS 2000/06/19 calford the Sacano APPIQYCALFORS RELEASS 2000/06/19 calford the Sacano APPIQYCALFORS RELEASS 2000/06/19 calford the Sacano APPIQYCALFORS APPIQYCALFORS

are, or may be.

S-E-C-R-E-T

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TUESDAY, 8 June 1976 (Room 916, Chamber of Commerce Building)

0830-0900

Midcareer Project Class and Staff Orientation

Orientation

0900-1200 Midcareer Project: Team Preparation (Meeting rooms to be announced)

The Midcareer Course is designed to provide a broad exposure to subjects that middle level officers should include in their background in order to function more efficiently and effectively in the Agency today. Perhaps some of these subjects have provided a new focus on intelligence for you as analysts. The sessions began by re-exploring the Agency and its missions and functions. It then reviewed the workings of the Intelligence Community, including external controls as well as policy formulation and concluded with global issues. This section is designed to enable you to integrate the subject matter that you have been exposed to during these past weeks and enable you to express your views and attitudes concerning certain Key Intelligence Questions.

Lunch

1330-1430

A View from the B. C. Evans

Tth Floor
(Room 1E-78, Headquarters)

You have heard much during the past four weeks about management within the Agency. The Executive Secretary in the Office of the Director will explain how decisions are made and some of the ways management information and staff recommendations reach the DCI and DDCI. He will also be available to answer questions about the functions of the Executive Secretariat.

1500-1700

Guest Speaker Program (CIA Auditorium)

"Reminiscences of a Military Officer's Vernon A. Walters Tetiring Deputy Director of Central Director of Central Intelligence

Class members will have the opportunity to hear the concluding speaker in the 1975-76 Guest Speaker Program.

WEDNESDAY, 9 June 1976 (Room 916, Chamber of Commerce Building)

25X1A

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0900-1015	Project Report and Discussion	
1030-1145	Project Report and Discussion	
	Lunch	
1300-1415	Project Report and Discussion	
1430-1545	Project Report and Discussion	

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FRIDAY, 11 June 1976 (Room 916, Chamber of Commerce Building)

0845-0930

Discussion :

Class and Staff

0930-1000 Phase III Evaluations

25X1A

1000-1200 Inventing the Future

0930-1130



During the past five weeks you have heard from a large number of speakers on a great variety of topics. Our speaker will challenge you to "invent the future" in a positive, active way. He will discuss "futurism" as a positive philosophy for approaching many of the problems discussed during this course.

Lunch

1415-

Overall Evaluations

1445

Informal Remarks

(7D-64) 1330-1415

25X1A

Deputy Director of Central Intelligence

Award of Certificates

THURSDAY, 10 June 1976 (Room 916, Chamber of Commerce Building)

0900-1015

Project Report

and Discussion

25X1A

1030-1145

Project Report and Discussion



Lunch

1300-1500

Midcareer Project

Review and Critique

1730-1930

Reception in

Executive Dining

Room (7D-42)

Class and Staff

Class, Staff,

Spouses and Guests

Midcareerists, spouses and their guests gather for an informal reception in the Executive Dining Room.